

NURSING LEGISLATIVE COMMUNICATIONS COMMITTEE  
Minutes of the December 1, 2008 Meeting

**Welcome**

Representative Margaret Henbest (Chair) called the meeting to order at 1:30 p.m. Chair Henbest stated that the main focus of today's meeting would be to review the goals and objectives and to determine the display of data that best communicates the issue. The discussion from the Nov. 17, 2008 council meeting was whether to show cumulative versus annual growth with replacement data and addressing the issue of chronic vacancy data. The concern was that it would be confusing for lawmakers to pick up on what the cumulative numbers meant.

**Display of Data Review**

Idaho Department of Labor Research Analyst Principal Sara Scudder prepared a power point presentation to illustrate the cumulative versus annual concern.

Sara presented (9) charts dealing with Annual verses Cumulative (see attachment).

Sara said it was up to the council to decide between cumulative versus annual data charts and which slides meet the needs of the audience. Rep. Henbest believes that the slides with red negatives made more sense to show the legislators because the assumptions won't be obvious to them and there will be a great need to explain clearly. Slides are based on the assumptions that funding for faculty, buildings and programs remain funded and that the nurses move into jobs that are hard to fill. Dr. David Schmidt said we should start with the slide that showed the 3.2 percent growth annually with the increasing demand and red line. Then we could explain that depending on the assumptions that this will be the potential solution. Mr. Vande Merwe preferred the slide that showed the red below the line that indicated the vacancies. Dr. Pam Springer expressed concern for regional slides that indicate the horrid statewide lack of master's and doctorate degrees. Concern was expressed that regional slides need to be re-done to show supply/demand.

Mr. Vande Merwe would like to see colleges give best case/worst case predictions for supplying nurses. He thinks we need to make clear the assumptions that colleges will be meeting the supply and a clearer explanation of the green line on the charts. Sara said projections were made in Aug. 2008 and Communication and Research conducted the survey without asking best case/worse case scenario. Mr. Steve Millard was concerned about faculty being competitive with salary and recruitment.

Sara said the chart focus should be first demand, then supply, and then thirdly show the master's and advanced practice needs. She said that supply isn't meeting current demand and by 2012 there may be slightly more nurses than jobs. It is important to remember that projections are only based on that point in time when they were started with the assumptions of when supply and demand will meet in 2012.

When projections are done again in two years with better information, maybe our vacancy rate will be twice as high, schools that have said they were going to have graduates don't have as many and the graduation rate changes. That is the reason that projections are done with a re-evaluation of the assumptions to follow.

## **Review of Goals and Objectives**

Rep Henbest suggested moving on to discuss the goals that were presented at the Nov. 17, 2008 meeting (starting on page 13 of handout) and encouraged some tweaking and condensing of those goals listed.

- **Goal 1:** *Retain and increase current faculty work force and create opportunities to increase faculty to meet growing demand.*

Rep. Henbest suggested pulling out D regarding reintroduction of HB 160; suggested a new bill for an interstate compact for nurses similar to the Western Interstate Commission for Higher Education with tuition cost reduction for out-of-state students, and also a strategy for year round programs and year round salaries/contracts. Mr. Millard felt that a 12 month contract for salaries was a good idea. Rep. Henbest suggested an addition to Goal 1 that includes to propose or to consider a 12 month contract. Dr. Schmitz said an expansion of training sites was good and provided standardization.

- **Goal 2:** *Add continued support for increased educational training capacity across the range of degree options to better meet industry and regional demand for nurses.*

Dr. Springer encouraged increased focus on advanced practice degrees and Mr. Millard emphasized regional needs and type of nurses. Rep. Henbest stated that assumptions are made in C, D, H and I and maybe these need to be pulled out and added somewhere else. Dr. Springer expressed concern for advanced practice to be increased and should be included with regional data. Rep. Henbest suggested adding bullets to show regional data needs.

- **Goal 3:** *Enhance existing educational capacity by incorporating innovative practices.*

Rep. Henbest suggested including regional issues and practice sites under new goal 2 and adding D to Goal 1. Discussion focused around the fact that these were good generic ideas but who is going to run it and who is going to be responsible for it?

## **Recommendations of Goals**

Cheryl said that when the initial recommendations were made, specific ideas were presented as to who was responsible. Dr. Springer stated that Idaho was running far behind other states in doing a strategic plan of action. Rep. Henbest asked whether we want to educate legislators or ask for specific funding. Focus should be the ongoing work of the council, workforce center, the Ph.D. program, and programs that are already in the pipeline and certainly more work needs to be done on a strategic plan.

Cheryl stated that the department was in the process of conducting a survey of former Micron workers where half of workers indicated that they want to go to work in the healthcare industry. Concern by many seems to be how to re-train them for the jobs they want.

Rep. Henbest suggested rewording and rolling goals 3 and 4 into bullets under goal 5 and goal 5 would then become goal 3. Rep. Henbest knows that the legislators will want to know what industry is going to do to keep nurses and the answer can be that strategic planning will be done that includes workforce retention in all sectors, innovative and education capacity, and identification of accountability. Rep. Henbest said that collaboration with the Idaho Board of Nursing has been very important and will increase our access to current data.

The committee confirmed that the goal for this year would be to educate legislators and say that we are going to come back later with a strategic plan that shows accountability with the public and private industry.

#### **Assignments Given:**

Cheryl will draft new goals and circulate to this committee by mid-week. She will revisit 3 new goals and strategy and rewrite executive summary.

Georgia handed out draft talking points which need to include the new goals and objectives. Rep. Henbest commented that it needs to have some wordsmith done to include statements that say that we know that there is going to be a problem, we started to address it and this is what we need to continue to do. She wants staff to develop more emphasis on faculty/AP issue and assumptions we are making rather than reporting that there are not going to be enough nurses in 2013.

#### **Message to the Legislature and the Governor**

Dr. Schmitz stressed the important message that the council can give to the Idaho Legislature is that a center for long-range healthcare work force planning (goal 5-A) is a necessity even though the funding may not be there for this year's budget. He stressed that we are not going to be able to solve all the healthcare issues now but it is necessary to have strategic planning for the future and adjust to current economic conditions.

Cheryl expressed the need to send the report and information to Governor C.L. "Butch" Otter regardless of whether he will approve the budget. Rep. Henbest wants to include the Department of Labor's role in goal 5. Sara said every question that council asked was researched and documented in the report which is over 400 pages long. Sara will update charts using annual data, annual gap analysis chart with red below the line, update titles and show regional variations. The executive summary document will be sent to the entire council for approval by Friday, Dec. 12, 2009 and council members will have until Dec. 18, 2008 to comment, then final talking points and Power Point presentation will be completed.

Cheryl responded to Dr. Springer that Council Chair BJ Swanson will submit the report to Governor. Dr. Springer thinks it is important that the governor know there will be a private funding match. Rep. Henbest presented the legislation for the healthcare funding to Sen. John McGee on Nov. 24.

## **Adjournment**

There being no additional business, the meeting was adjourned at 2:55 p.m.

### **Attendees:**

#### **Members:**

Rep. Margaret Henbest (Chair)

Ms. Susan Ault

Mr. Steve Millard

Dr. David Schmitz

Dr. Pam Springer

Mr. Robert Vande Merwe (Phone)

#### **Staff and Guests:**

Cheryl Brush

Alice Taylor

Sara Scudder

Bob Uhlenkott

Georgia Smith

Pat Nelson